

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Review Item:**

KDE Employment Report

### **Applicable Statute or Regulation:**

KRS 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); Executive Order 96-612, House Bill 727 (1998 General Assembly)

### **History/Background:**

***Existing Policy.*** The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. This percentage approaches the state minority student population. In addition, KRS 18A.138, passed in 1996, represented legislative confirmation of Governor Patton's Executive Order 96-612, which continued the State Affirmative Action Plan in force as in previous administrations.

The Department of Education's minority employment goal exceeds the Kentucky State Government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and, 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

The Kentucky Department of Education (as of the close of business, June 30, 2005) employed 633 full-time employees. The department's full-time work force includes 571 non-minority employees and 72 minority employees. Minority employees represent 11.4% of the department's full-time work force. The department's Frankfort-based full-time work force of 376 employees includes 332 non-minority employees and 44 minority employees. Minority employees represent 11.7% of the department's full-time, Frankfort-based work force. One year ago, on June 30, 2004, department employment stood at 652. Of these, 78 (12.0%) were minority employees. The department's full-time workforce has therefore decreased by 19 over the past year and overall minority employment has decreased by 6 during that same period. Minority employment as a percentage of the overall work force has decreased by 0.6% from one year ago. Among Frankfort-based positions, overall employment one year ago stood at 394, with 51 (12.9%) of Frankfort-based positions held by minorities. Therefore, KDE Frankfort-based overall employment has decreased by 17 over the past year, and minority employment in Frankfort-based positions has decreased by 7 during that same period. Minority employment as

a percentage of overall employment among Frankfort-based positions has decreased by 1.2%. During the two-month period from May 1 through June 30, 2005, there were 18 KDE appointments, 4 of whom were minority appointments. There were 0 appointments to leadership positions, 16 appointments to professional positions (3 of whom were minorities), and 2 appointments to support positions (1 of whom was a minority). There were 30 separations from employment with the department; of these, 7 were minority employees. There were 5 separations from leadership positions (2 of whom were minorities); there were 16 separations from professional positions (3 of whom were minority employees) and 9 separations from support staff positions (2 of whom were minority employees).

Kentucky Department of Education hiring is currently subject to a hiring freeze issued by Governor Fletcher's Executive Order 2003-023. This order implements a hiring freeze covering all vacant positions throughout state government and limits the establishment of new positions to those certified as necessary by the agency head and approved as such by the Governor and Commissioner of Personnel.

**Contact Person:**

Robin Fields Kinney, Associate Commissioner  
Office of Internal Administration and Support  
(502) 564-1976  
rkinney@kde.state.ky.us

---

**Deputy Commissioner**

---

**Commissioner of Education**

**Date:**

August 2005